Gender Equality Strategy 2020-30

Preventing violence against women and their children

Mornington Peninsula Shire

Year Six Progress Report 2025-2026



Acknowledgement

Mornington Peninsula Shire Council (Council) acknowledges and pays respect to the elders, families and ancestors of the Bunurong people, who have been the custodians of this land for many thousands of years. We acknowledge that the land on which we meet is the place of age-old ceremonies, celebrations, initiation and renewal; and that the Bunurong peoples' living culture continues to have a unique role in the life of this region.

We are committed to the cultural safety of Aboriginal and Torres Strait Islander communities, multicultural communities and LGBTIQA+ people.

We respectfully acknowledge people with disability, people who are neurodivergent and carers as we strive for a more accessible and inclusive society.

Language statement

We acknowledge that our approach to gender equality must always be trans and gender diverse inclusive. We celebrate the critical role of trans and gender diverse people in striving for gender equality. A person's gender is their own concept of who they are and how they interact with other people. Many people understand their gender as being a man or woman. Some people understand their gender as a combination of these or neither. A person's gender may or may not exclusively correspond with their assigned sex at birth. When we say women, that word always includes trans and gender diverse women. Some data and research in this document is limited to the gender binary of men and women, in particular cisgender and heterosexual men and women. It does not always account for the experiences of lesbian, gay, bisexual, trans and gender diverse, intersex queer and asexual (LGBTIQA+) people. We acknowledge that there is more work to do to improve intersectional data collection and use.

The Gender Equality Strategy was adopted by Council on 26 November 2019.

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1. Background

This Annual Action Plan outlines how the Mornington Peninsula Shire will work in partnership with key stakeholders and community members to operationalise **Year Six** of the Gender Equality Strategy ('the Strategy') 2020-30, as legislated under the Victorian Gender Equality Act 2020. Implementation and evaluation of the Strategy are overseen by the Mornington Peninsula Shire Health and Wellbeing Committee.

The Strategy is presented under six key settings that align with the Victorian Gender Equality Strategy:

Key Setting 1 – Education and Training

Key Setting 2 – Work and Economic Security

Key Setting 3 – Health, Safety and Wellbeing

Key Setting 4 – Leadership and Representation

Key Setting 5 – Sport and Recreation

Key Setting 6 – Media, Arts and Culture

To enact the Shire's commitment to these key settings, the Strategy outlines the following elements:

Objectives – long-term outcomes that the Shire aspires to achieve.

Strategies – short-to medium-term approaches aimed at supporting achievement of the goal.

This Action Plan operationalises Year Six of the Strategy by detailing:

Progress Measures – specify how to measure that the action has been operationalised.

Timelines – specify end dates for progressing the action within Year Six.

Stakeholders – specify partners to be involved in operationalising the action.

Status -

	Completed/Ongoing
	Monitor
	Ceased

2. Policy Context

Federal	National	State	Regional
• *National Plan to End Violence against Women and Children 2022-2032 and First Action Plan: 2023-2027*	• *OurWatch Five Year Strategic Plan 2024-2029* • *OurWatch Change The Story - second edition 2021 A shared framework for the primary prevention of violence against women in Australia.*	• *Free from Violence: Victoria's strategy to prevent family violence and all forms of violence against women. Second Action Plan 2022-2025* • *EndingFamily Violence: Victoria's Plan for Change. Family Violence Rolling Action Plan 2020-2023* • *Our Equal State: Victoria's Gender Equality Strategy and Action Plan 2023-27* • *Gender Equality Act 2020* • *Victorian Public Health & Wellbeing Act (2008)* • *Victorian Equal Opportunity Act 2010* • *Sex Discrimination Act (1984)* • *Victorian Charter of Human Rights and Responsibilities Act (2006)*	• *Promoting Respect & Equity Together: A Strategy for the Southern Metropolitan Region– 2021-2025*

Mornington Peninsula Shire Policies		
Community Vision & Council Plan	***Municipal Public Health and Wellbeing Plan***	***Gender Equality Strategy***
• *Our Community Vision is themed under Place, People, Prosperity and Performance forming Council's strategic direction in the Council Plan 2025 - 2029.*	• *Municipal Public Health and Wellbeing Plan 2025/2029 protects and promotes the health and wellbeing of all community members.*	• *Gender Equality Strategy 2020/2030 provides a prevention framework to guide the work needed to prevent violence against women and their children and increase gender equality.*

3. Key Achievements

Key Setting 1 – Education and Training

- Delivered Science, Technology, Engineering and Mathematics (STEM) school holiday programs at each library branch for eight- to thirteen-year-olds, reaching ninety percent capacity.
- Supported women's learning, confidence and workforce pathways through community house programs such as literacy, digital support and networking opportunities.

Key Setting 2 – Work and Economic Security

- Met our legislative requirements under the Gender Equality Act, by submitting a Progress Report with the findings from the Gender Equality audit informing the development of the next Gender Equality Action Plan (GEAP).
- Embedded gender equity impact assessments across Shire policies, programs and services, with twenty being reported to the Gender Equality Commissioner.

Key Setting 3 – Health, Safety and Wellbeing

- Strengthened prevention work with men and boys through supporting the Men's Wellbeing Network, holding two Matt Brown 'She Is Not Your Rehab' sessions with Year 9 and 10 students and a Tomorrow Man session with sporting clubs.
- Supported and promoted women's sexual and reproductive health through a partnership with Women's Health in the South East (WHISE), South East Public Health Unit (SEPHU) and Bayside Health (previously Peninsula Health) to deliver free cervical screening to priority populations.

Key Setting 4 – Leadership and Representation

- Delivered an International Women's Day Expo with more than seventy attendees and fifteen information stalls, along with Walk in Her Shoes Housing Forum with more than three hundred and fifty attendees to raise awareness of women and homelessness.
- Built community leadership through recruitment of lived experience advocates, climate change participation and work to recognise women through place naming opportunities.

Key Setting 5 – Sport and Recreation

- Embedded gender equity design guidelines into sport and recreation infrastructure including pavilions, netball courts and change facilities projects.
- Delivered Fair Access and club development initiatives, with strong progress on Year Two actions (fourteen of sixteen actions completed) including the delivery of two gender equity workshops for clubs as well as two female leadership development sessions.

Key Setting 6 – Media, Arts & Culture

- Promoted women's achievements through International Women's Day communications, Peninsula Tales video and inclusive media content.
- Supported strong representation of women and gender-diverse artists across gallery programs, public art, community art spaces and writing awards.

4. Gender Equality Strategy –Annual Action Plan REPORT – Year Six (2025-26)

Key Setting 1: Education and Training

Objective: Promote and support opportunities for women and girls to participate in lifelong learning across all areas of education and training.

Strategies

- Promote STEM (science, technology, engineering and mathematics) for girls and women
- Promote the value of lifelong learning with a focus on challenging gender norms
- Support and promote gender equity initiatives in Libraries, Community Centres and Early Years
- Support delivery of gender equity awareness training

Actions	Year Six Achievements	Timelines	Stakeholders Bold = Lead	Status
1.1 Deliver Library displays and events that promote and celebrate female authors and books promoting gender equality by challenging gender stereotypes.	•Promoted and displayed fifteen touring authors and hosted writing workshops presented by females across all branches •Held three International Women's Day events within the libraries.	Ongoing	•**Library Services team**	Completed for year six
1.2 Continue to deliver STEM programs in Libraries over the school holidays to encourage young women to participate in non-traditional fields such as engineering and science.	•The Libraries school holiday programming included STEM programs at each branch aimed at eight to thirteen-year-olds. These programs were attended at ninety percent capacity.	Ongoing	•**Library Services team**	Completed for year six
1.3 Deliver programs that provide support and offer \pathways for women returning to education and/or the workforce.	•Regular free or low-cost opportunities for women to access appropriate information and care through targeted support groups, as well as building confidence, skills and social networks through social connections such as Chatty Café, Community Playgroups, book clubs as part of Department of Family Fairness and Housing (DFFH) funded Neighbourhood House Coordination Program •Regular free one-on-one literacy support appointments available on request for both adults and children provided as part of the DFFH-funded Neighbourhood House Coordination Program	Ongoing	•**Mt Martha & Mornington Community Houses**	Completed for year six

	•Regular free technology support and online safety classes provided as part of the BeConnected digital literacy program, and in partnership with the Mornington Peninsula Library network, provided as part of the DFFH-funded Neighbourhood House Coordination Program. •The provision of clean, safe and competitively priced room hire for service providers to conduct appointments to support the local community, including counsellors and psychologists, employment consultants and targeted support services such as Mission Australia's Parent Pathways program. •Supported women's groups and strengthened networking opportunities for service providers working with women by providing fee waivers for local women's advocacy programs and hosting an International Women's Day Community Focus Expo.			

Key Setting 2: Work and Economic Security

Objective: Promote the benefits of women's participation in paid and unpaid work, valuing the contribution this adds to the economy, and the protective factor of women's economic security.

Strategies

Support local business to employ a diverse workforce

Apply a gender lens to Shire policies, programs and services

Ensure gender equality in the Shire workplace (recruitment, training, promotion, leave)

Actions	Year Six Achievements	Timelines	Stakeholders Bold = Lead	Status
2.1 Implement Workforce Gender Equality Action Plan (GEAP) and audit	•Gender Equality audit completed and submitted in November 2025 and staff consultation held to inform the next GEAP. •Progress Report submitted to the Gender Equality Commissioner in May 2026 to meet the Shire's legislative obligations. The report included: - Workplace indicators audit results - Development GEAP 2026-30 - Gender/Equity Impact Assessments	Ongoing	•**People and Culture team** •Shire Staff •Community Wellbeing & Inclusion team •Gender Equality Commission	Ongoing
2.2 Conduct Gender/Equity Impact Assessments (GIA)	•Gender/ Equity Impact Assessments continue to be conducted on new or revised policies, programs and services across the Shire. •Twenty Gender/Equity Impact Assessments were reported to the Gender Equality Commissioner in May 2026. •Impact Assessments continue to be conducted during the Universal Design Reference Group meeting to assist staff to apply a gender intersectional lens. •Continuing to embed Impact Assessment triggers into existing Shire processes.	Ongoing	•**Community Wellbeing & Inclusion team** •Universal Design Reference Group •Gender Equality Commission	Completed for year six
2.3 Implement the Local government guide to preventing family violence and all forms of violence against women to embed gender equality and family violence	•Successfully completed Free from Violence Program Years One and Two, halfway through the third and final year in 2026. Highlights include establishing a dedicated Gender Equality Ally Group to embed gender equality across Council and	Ongoing	•**People and Culture team** •Community Wellbeing & Inclusion team •DFFH •MAV •Shire Staff •Community members	On track

prevention practices into the Shire's workplace, services and programs.	delivering Responding to Disclosures training for people leaders to better support their staff when responding to disclosure of family violence. •DFFH approved Year Two Progress Report and Year Three Project Plan (Milestone Three).			
2.4 Implementation of the 'Together we Thrive' Workplace Diversity and Inclusion Plan to ensure diversity, equity, inclusion and belonging for the Shire workforce.	•Stage One of the Plan completed •Stage Two reviewed and commenced	Ongoing	•**People and Culture team** •Community Wellbeing & Inclusion team •Community Inclusion team	Completed for year six
2.5 Support local businesses to increase gender equity.	•Resources including gender equity information are included on the MPBusiness website and showcased through the business newsletter and social media.	Ongoing	•**Economic Development team** •Community Wellbeing & Inclusion team	Completed for year six

Key Setting 3: Health, Safety and Wellbeing

Objective: Promote and support safe and inclusive environments where all people are equally respected and free from violence regardless of their gender.

Strategies

•Harness the advocacy of men and boys in promoting gender equality

•Support community to lead action and raise awareness of gender equality and the link to prevention of violence against women

•Embed universal design and gender equity design guidelines into infrastructure planning for community facilities

Actions	Year Six Achievements	Timelines	Stakeholders Bold = Lead	Status
3.1 Engage men and boys in gender equality	•The Shire and Frankston City Council continue to co-convene the Mornington Peninsula and Frankston Men's Wellbeing Network to support a range of community groups that support men. The meetings assist the groups to connect, collaborate, and build capacity. •Held two sessions with Matt Brown 'She Is Not Your Rehab', one for the Men's Wellbeing Network and then one for boys at Mornington Secondary in Year 9 and 10 students to educate around breaking the cycle of men's violence as part of 16 Days of Activism campaign. •Held a Tomorrow Man session with men from sporting clubs during Men's Health Week to explore men's mental health and gender equity. •The Shire is participating in the newly formed Men and Boys Prevention of Gender-Based Violence Community of Practice being facilitated by Women's Health in the South East (Regional Prevention Network) to share practice and build further understanding of evidence base and frameworks to guide this work with men. •Supported Yeah Man to host a night with Lael Stone educator and author aimed at supporting shared parenting and promoting gender equity.	Ongoing	•**Community Wellbeing & Inclusion** •Frankston & Mornington Peninsula Family Violence Primary Prevention Collaborative (Shire, Frankston City Council, Family Life, WHISE, DET Respectful Relationships, Victoria Police, Peninsula Health, Peninsula Community Legal Centre, Good Shepherd, Orange Door, Lived Experience Advocates, SWAN, Bayside Peninsula Integrated Family Violence Partnership and South East Water) •Frankston & Mornington Peninsula Men's Wellbeing Network •Women's Health in the South East (WHISE)	Completed for year six
3.2 Continue delivery of primary prevention education/ personal	•Delayed – It is yet to be determined if the new youth services model will be delivered in schools. A reorientation to support	Ongoing	•**Youth Services team** •Butterfly Foundation	Monitor

development programs wit h young people.	networks such as MPYS and SWELLS supports external programs in schools.			
3.3 Offer Gender Equality and Active Bystander training to staff through the organisational Learning and Development calendar.	•Delivered Elder Abuse Awareness training to frontline staff as part of 16 Days of Activism campaign. •Due to demand from the above session, we are engaging Seniors Rights Victoria (SRV) to hold several 'Recognising and Responding to Elder Abuse' training sessions for Shire volunteers, with a focus on our Meals on Wheels and Home Library volunteers. •Delivered a Councillor induction training program on diversity and inclusion.	June 2025	•**Community Wellbeing & Inclusion team** •People and Culture team •Shire staff	Completed for year six.
3.4 Embed gender equity p rinciples into infrastructure planning for community facilities.	•Equity principles embedded within the Community Infrastructure Strategy. •Council filters all strategic work through gender equity principles. This is progressive as each larger project reaches milestones.	Ongoing	•**Community Infrastructure Plan ning team** •Community Wellbeing & Inclusion team	Ongoing
3.5 Continue to participate in relevant stakeholder and community-led family violence and gen der equality networks and forums.	•Actively participate in Women's Health in the South East (WHISE) PRET regional partnership meetings. •Actively participate in the MAV Prevention of Violence Against Women/ Gender Equity •State-wide network. •The Shire has a co-convener role on the Frankston Mornington Peninsula Family Violence Primary Prevention Collabor ative working on local solutions with stakeholders represented from the family violence sector in response, early intervention and prevention as well as Lived Experience Advocates.	Ongoing	•**Community Wellbeing & Inclusion team** •MAV •WHISE (Women's Health in the South East) •Frankston & Mornington Peninsula Family Violence Primary Prevention Collaborative (Shire, Frankston City Council, Family Life, WHISE, DET Respectful Relationships, Peninsula Health, Peninsula Community Legal Centre, Victoria Police, Good Shepherd, Lived Experience Advocates & Orange Door, SWAN, Bayside Peninsula Integrated Family Violence Partnership and South East Water) •Frankston City Council •Westernport Respectful Relationships Group •Community Houses •Community members •Child & Family Health Service	Ongoing
3.6 Promote gender equality and	•Gender equity kits are provided at Supported Playgroups to assist with challenging rigid stereotypes	Ongoing	•**Child & Family Health team** •Department of Education and Training	Completed for year six

respectful relationships to the early childhood services	•Books, Blokes and Bubs program developed to encourage dads, stepdads, grandfathers and male role models to join a group (Saturday mornings/ three sessions) with a child under four years of age at Mornington Library. The program offers Storytime and a facilitated group discussion, giving dads and father figures a chance to connect. •We are currently exploring a potential partnership with Baby Makes 3, which could include whole of service training for staff aimed at strengthening gender equality in early parenting services, as well as incorporating gender lens activities into existing groups (e.g. First Time Parent groups).		•Community Wellbeing & Inclusion team	
3.7 Provide support to schools in delivery of respectful relationships curriculum.	•Delayed – It is yet to be determined if the new youth services model will be delivered in schools. •A reorientation to support networks such as MPYS and SWELLS supports professional development and capacity building in schools.	Ongoing	•**Youth Services team** •Primary and Secondary Schools •Department of Education and Training •WHISE •Community Wellbeing & Inclusion team	Monitor
3.8 Support initiatives aimed at preventing elder abuse (as outlined in We All Belong Strategy).	•Continued proactive, collaborative membership and support for Respecting Seniors Network (RSN) Steering Committee; and collaborative relationships with PCLC and PACE. A series of collaborative awareness raising activities occurred for World Elder Abuse Awareness Day (WEAAD) June 2026 - including: supporting PACE for the Macrae Lighthouse to be lit purple (WEAAD colour) and local paper article published online and in hardcopy local papers; supporting the Shire Library and Grandparent playgroup to partner with RSN to deliver Warm Safe Homes Children Story Times at all Shire Libraries during the week of WEAAD, and followed by a book and craft work display produced at the story times. The Grandparent playgroup session was so successful, the activity is being replicated across all Shire playgroups. •Plans are well underway collaborating with the RSN to run a Framing Age Messaging workshop for Shire staff and community stakeholders on 15 July 2026. Following success of World Elder	Ongoing	•**Community Wellbeing & Inclusion team** •Respecting Seniors Network •PACE Committee	Ongoing

	Abuse Awareness Day (WEAAD) community forum in June 2025 at Safety Beach, delivered a second highly successful community Elder Law forum in Hastings in November - delivered in partnership with Peninsula Community Legal Centre(PCLC) and Peninsula Advisory Committee for Elders (PACE). Another community Elder Law forum is being planned in the months ahead to in collaboration with Peninsula Advisor y Committee for Elders (PACE) and the RSN. •Delivered the Elder Abuse Awareness training that was presented by Seniors Rights Victoria (SRV) in December to a wide range of Shire staff, representatives from Belgravia Leisure, and PACE. Delivered together with People & Culture, Workplace Inclusion Advisor during the 16 Days of Activism. •Partnered with Peninsula Advisory Committee for Elders (PACE) to work with the Australian Human Rights Commission (AHRC) to bring two highly successful Ageism Awareness training sessions delivered by an AHRC trainer. In recognition of the Shire's whole of Council, whole of community approach participants were from a broad range of Shire Units, Belgravia Leisure, the Respecting Seniors Network, PACE and Peninsula Health. Planning is underway for a further training opportunity for staff and stakeholders who missed out on the last one to be delivered by the AHRC on 19 November 2026.			
3.9 Shire's Child & Family Healt h (C&FH) Team support families at risk of or experiencing family violence	•In the 2025-26 FY the Maternal and Child Health service completed 5485 Family Violence Screenings using the MARAM Framework during Key Age and Stage Consultations. An additional 66 Family Violence Consultations were completed due to no previous safe opportunity to ask about Family Violence, previous disclosure of Family Violence or previous suspicion of family violence. 42 referrals for the Enhanced Maternal and Child Health program this FY included Family Violence	Ongoing	•**Community Service team**	Completed for year six

	concerns. The Maternal and Child Health Service provides support, counselling, safety planning and advocacy around engagement with other services including Vic Pol, The Orange Door, Family Violence Services and Child Protection. •The MCH service responded to 320 requests for Information under FVISS/CISS legislation. The service also made 41 requests to other services that are Information Sharing Entities for information under the FVISS/CISS legislation. •The Child & Family Health team continue to actively participate in Local Service Networks aimed at Family Violence prevention as well as the Frankston & Mornington Peninsula Family Violence Prevention Collaborative.			
3.10 Consider intersectionality and the impact of gender equality and family violence on vulnerable groups.	•Continue to embed gender intersectionality with priority populations through the Universal Design Reference Group. •Exploring opportunities with Women with Disabilities Victoria and Multicultural agencies to prevent violence against women.	Ongoing	•**Community Wellbeing & Inclusion team** •Women's Health in the South East WHISE •MAV	Ongoing
3.11 Support and promote women's sexual and reproductive health	•The Shire attends the Good Health Down South Network facilitated by Women's Health in the South East (WHISE). •Partnered with WHISE to deliver Keeping Kids Safe program at Peninsula Grammar with twenty parents and caregivers attending four sessions in April/May 2026. •Delivered Free Pads and Tampons project in partnership with State Government, installing free pad and tampon machines at Shire libraries and Tounnin Wominjeka. •Delivered a Cervical Screening Partnership with WHISE and SEPHU and Bayside Health delivering free cervical screening and information day at Westernport Community Support Centre for priority populations. •Purchasing Period Kit and Contraception Kit for Library of Things to be available for hire at Mornington Library. •Support and provide input at WHISE Regional workshop on improving and understanding women's pain. Promote the Mornington bulk-	Ongoing	•**Community Wellbeing & Inclusion team** •Women's Health in the South East WHISE •Youth Team	Completed for year six

	billed sexual health clinic to networks.			
3.12 Embed gender equity considerations into emergency preparedness and response initiatives.	•Gender equity considerations have been embedded into the development of the Community Disaster Resilience Plan through completion of two Equity Impact Assessments with the Universal Design Reference Group. Actions will be ongoing.	June 2025	•**Community Resilience and Emergency Management team** •Resilience, Relief and Recovery Network •Shire's Emergency Support Team (EST) •Community Safety & Compliance team •Southern Metro Region Municipal Management Enhancement Group •Community Inclusion and Community Wellbeing teams	Completed for year six
3.13 Support community-led housing and crisis accommodation projects, with a focus on priority cohorts including women and children leaving family violence.	•The Functional Zero program has highlighted the high proportion of women experiencing homelessness and rough sleeping within the Shire. Our focus is on partnering with Community Housing organisations such as WPI, YWCA, Housing Choices Australia to develop housing for women and children across the Shire. •WPI will complete the construction of 7 dwellings in Hastings by the end of 2026 and YWCA has commenced site works for the development of a further 10 dwellings for women in Mornington, to be completed mid 2027.	June 2025	•**Community Partnership** •Triple A Housing Committee •Housing Providers •Family violence Service Providers	Ongoing

Key Setting 4: Leadership and Representation

Objective: Demonstrate leadership in promoting gender equity and inclusion; challenging stereotypes and creating opportunities for women in leadership roles.

Strategies

- Develop initiatives to increase the participation of women at political and community levels
- Support initiatives that promote the participation of women in leadership roles and non-traditional roles

Actions	Year Six Achievements	Timelines	Stakeholders Bold = Lead	Status
4.1 Meaningfully celebrate the achievements and contributions of diverse women and girls across the municipality.	•Many successful International Women's Day (IWD) events were held across the Peninsula including IWD Expo with over seventy attendees and fifteen information stalls. The Expo had a meaningful impact with women leaving better informed with health, legal and financial advice. The Shire launched an Art Installation in Rye on IWD (8 March 2026) by artist Chaco Kato recognising the way women hold cultural knowledge. Walk In Her Shoes Forum was held on 16 March with over three hundred and fifty attendees to raise awareness and advocate on the issue of women and homelessness. •Celebrated the Shire's Australia Day Local Award winners, Betty Preston Lifetime Achievement Award, Chantelle Ross Citizen of the Year and Community Event of the Year SPLaSH for Women Ladies Luncheon.	June 2025	•**Community Wellbeing & Inclusion team** •Governance team •People and Culture team •Community organisations •Community members	Completed for year six
4.2 Explore opportunities to mobilise and build capacity of community change champions.	•Two Family Violence Lived Experience Advocates have been recruited on the Frankston and Mornington Peninsula Family Violence Primary Prevention Collaborative. •Partnered with and supported Lived Experience Advocates with events for 16 Days of Activism against Gender-Based Violence. •Currently scoping a Men as Allies project with a local women's community group.	June 2025	•**Community Wellbeing & Inclusion team** •Specialist Training Providers •Frankston and Mornington Peninsula Family Violence Primary Prevention Collaborative members •Community members	Completed for year six
4.3 Support, promote and provide opportunities for	•Four women were represented on the Climate Community Group, (now called the Climate Resilience Plan Advisory Committee.)	June 2025	•**Climate Change team** •Community Members •Community Wellbeing & Inclusion team	Completed for year six

women to contribute to climate change solutions	•Ten women received free energy advice. •Sixteen women have played the 'The Adaptation Game'.		•Community Members	
4.4 Investigate place naming commemoration opportunities that address the inequity for women in line with Shire's Place Naming Policy and State Governments Commemorative Policy Commemorative naming (land.vic.gov.au)	•Commenced auditing the Shire's facilities, parks and reserves. •Starting to develop a name bank of local women who could be recognized. •Looking for potential opportunities to recognise women in place naming.	Ongoing	•**Governance team** •Geographic Names Victoria •Infrastructure Services team •Community Wellbeing & Inclusion team •Arts & Culture team •Historical Societies •Community Members	Ongoing

Key Setting 5: Sport and Recreation

Objective: Increase opportunities for women to participate in sport and recreation and promote and celebrate their achievements

Strategies

- Continue to embed universal design and gender equity design guidelines into the development of sport and recreation facilities
- Promote and celebrate girl's and women's achievements in sport and recreation
- Support initiatives that promote women's representation in Sporting Clubs at all levels

Actions	Year Six Achievements	Timelines	Stakeholders Bold = Lead	Status
5.1 Embed gender equity design guidelines into development of sport and recreation facilities.	•Emil Madsen West Pavilion design to support gender equity - detailed design completed in line with gender equity design guidelines •Netball court resurfacing - completed in line with gender equity design guidelines New Sorrento Netball Courts - completed in line with gender equity design guidelines •Somerville Masterplan - detailed design completed in line with gender equity design guidelines •Somerville Netball Change Facilities - detailed design completed in line with gender equity design guidelines •Emil Madsen AFL Pavilion Design detailed design completed in line with gender equity design guidelines	June 2025	**•Recreation & Open Space Planning team** •Infrastructure Planning team •Infrastructure Delivery team •Community Capital team •Peninsula Sport Development team	Completed for year six
5.2 Promote 'This Girl Can' campaign on the Mornington Peninsula to encourage girls and women to overcome barriers to participation in sport and recreation.	•This Girl Can is no longer being run or supported by VicHealth. The Shire worked in partnership with Belgravia Leisure to run a new physical activity campaign titled 'Make A Move Your Way' to encourage female participation.	June 2025	**•Community Wellbeing & Inclusion team** •Peninsula Sport Development team •Leisure centres •Community members	Completed for year six
5.3 Offer initiatives to encourage girls and women to participate in sport and recreation activities.	•Make A Move Your Way campaign to encourage female participation was delivered in November 2025. MPS and Belgravia Leisure partnered to deliver complimentary, tailored programs at each of the Rec and Aquatic venues. •Civic Reserve offered Yoga in the rose garden with three attendances. •Somerville Recreation Centre offered a Zumba Class with four attendances. •Yawa Aquatic Centre offered Outdoor Yoga and Meditation with twenty eight attendances. •Elements Eatery at Yawa offered a Nutrition seminar with twenty eight attendances.	June 2025	**•Commercial Services team** •Belgravia Leisure Centres •Community Wellbeing & Inclusion team	Completed for year six

	•Crib Point Pool offered Pilates by the Pool but this had to be cancelled due to bad weather. •Pelican Park Recreation Centre offered a women's swim lesson that had two participants as well as a swim stroke correction class that had one participant.			
5.4 Implement the Shire's Fair Access (Roadmap) Action Plan	•Year Two implementation of the Fair Access Action Plan has progressed strongly, with fourteen of sixteen Year Two actions completed, representing eighty seven percent completion. This demonstrates a clear shift from initial policy establishment and awareness-raising toward embedded implementation across infrastructure planning, club development, leadership, storytelling and data readiness. The remaining actions are focused on strengthening data collection, reporting and accountability mechanisms to better measure Fair Access and gender equity outcomes across local sport. Current reporting captures participation and governance representation through licensing processes; however, Council is continuing to work with the Australian Sports Commission to tailor relevant Game Plan modules to better align with the needs of Mornington Peninsula clubs, Council licensing requirements and Fair Access commitments. This work will support more detailed tracking of participation, leadership, volunteering, coaching and other gender equity indicators in Year Thee and beyond. •All new and upgraded sport infrastructure projects continue to align with Universal Design, Female Friendly Sport Infrastructure Guidelines and CPTED principles •Gender equity has been embedded into capital works planning and external funding advocacy. •Many completed actions are embedded as ongoing practice, particularly in infrastructure planning and club development. •Council delivered club support through workshops, the Gender Inclusive Sports Club Toolkit and practical resources. •Game Plan uptake exceeded the Year Two target, with fifty percent of clubs registered, supporting future baseline data collection and action planning.	Ongoing	•**Peninsula Sport Development team** •Sporting Clubs •Office for Women and Sport and Recreation •Community Wellbeing & Inclusion team	Completed for year six

	•Council has promoted good practice through Peninsula Tales and Your Club, Your Story, highlighting inclusive infrastructure, women's leadership and participation outcomes. •This work shows clubs are starting to move from awareness to taking real ownership of gender equity initiatives and implementation at club level.			
5.5 Deliver a Club Development program with sessions to promote gender equity in Sporting Clubs	•Council has delivered a strong club development program focused on building club capability, improving understanding of gender equity and supporting clubs to take practical action. Delivery included Gender Equity and Fair Access workshops, and leadership development opportunities. •Two Gender Equity Workshops were delivered in Year Two, and a further two female leadership development sessions were delivered via the PWSLN. One hundred and eighteen participants across Thirty one clubs (thirty four percent) attended these club development sessions, which we expect to increase to forty percent by Year Three. •These workshops supported clubs to develop practical action plans, with an average of thirty attendees across sessions. • Volunteer time constraints and operational pressures can limit club engagement. Mornington Peninsula Shire is addressing this through flexible, workshop-based delivery and strategic partnerships to better support volunteers—demonstrated by initiatives such as the Volunteers Breakfast, which featured an Australian Sports Commission guest speaker providing guidance on managing and reducing volunteer burnout. •Workshop delivery included Proud 2 Play and Tomorrow Man sessions, supporting behaviour change, allyship and safer, more welcoming club environments. •Case studies are being developed to demonstrate the outcomes and on-ground implementation of club development initiatives, with planned submission to MAV and presentation at a federal level in Year Three. •Evaluation data indicates high participant satisfaction and strong perceived value, with no adverse feedback recorded. •Club development initiatives are beginning to translate into practical outcomes, including successful	Ongoing	•**Peninsula Sport Development team** •Sporting Clubs •Community Wellbeing & Inclusion team •Peninsula Health	Completed for year six

	partnerships and funding opportunities. For example, Council secured external support through VicSport and Proud 2 Play in Year Two to deliver a follow-up "The Game" experience in 26-27, enabling clubs to further embed inclusive practices and build on earlier gender equity and inclusion training. •Future delivery will align more closely with Game Plan modules and include targeted training and guest speakers to further support clubs to embed gender equity practices. •Workshop evaluations, continued participation and requests for additional learning opportunities demonstrate strong demand for ongoing education and support. Mornington Peninsula Shire recognises that sustained education and capacity-building are critical to achieving long-term cultural and behavioural change across community sport.			

Key Setting 6: Media Arts and Culture

Objective: Promote and create opportunities for increasing women's participation and achievements in media arts and culture across the Peninsula

Strategies

- Ensure gender balance, and challenge gender norms and stereotypes in promotional and media campaigns (could also include signage and other public infrastructure)
- Apply a gender lens to arts and culture funding
- Review support for gender equity in Media Arts and Culture across our communities and plan for more equal representation where there are gaps

Actions	Year Six Achievements	Timelines	Stakeholders Bold = Lead	Status
6.1 Use media and social media platforms to celebrate the achievements and contribution of women and their families.	•The month of March was dedicated to heavy promotion for International Women's Day - including two dedicated Peninsula Tales videos.	Ongoing	•**Communications team**	Completed for year six
6.2 Build capacity of Shire staff to make use of gender inclusive language and images on all media platforms.	•Throughout communications on all channels, we ensure a diverse range of community members are displayed. We developed International Women's Day Communications during this last quarter.	Ongoing	•**Communications team** •Community Wellbeing & Inclusion team	Ongoing
6.3 Undertake a gender equity audit of the Shire's photo library to identify and make better use of images that challenge gender stereotypes and/or are gender neutral.	•Ensure a diverse range of videography and photography is used in our publications, socials and online. This quarter shone a bright light on women in our community for IWD.	June 2025	•**Communications team**	Ongoing
6.4 Advocate to state and federal governments for further investment in family violence services, crisis accommodation and primary prevention on the Mornington Peninsula	•Continuing to advocate to both state and federal governments via letters to Ministers and meetings with government representatives (recent Canberra visit) regarding the critical need for family violence services, crisis accommodation and primary prevention.	June 2025	•**Advocacy team** •Councillors •Shire CEO •Community Wellbeing & Inclusion team •State and Federal Governments •Local State and Federal Politicians	Ongoing
6.5 Promote gender equity through arts and cultural programs, services, funding and	•Mornington Peninsula Regional Gallery has supported over eighty-one women artists and three non-binary artists,	June 2025	•**Arts and Culture team** •Community Wellbeing & Inclusion team •Artists •Community Groups	Completed for year six

support as outlined in the Arts and Culture Plan.	through engaging them to facilitate workshops and programs and having their artworks on display. Including First Nations Works on Paper catalogue. In the Mayors Short Story Awards 67% of entries in the 18+ category were female. Five of the seven winners were female, and twenty four out of thirty one of the shortlisted entries were by female writers. •Eighteen local female artists have exhibited in the Community Art Spaces across the Shire. Female Indigenous artist Skyla Lauch was commissioned to create a NAIDOC Week public artwork, displayed prominently on the Mornington Shire Offices from July-November 2025. •Non-Binary photographic artist Isabella Carpezio was commissioned to deliver temporary public art about LGBTQI+ lived experience, displayed as part of Midsumma festival from November 2025-April 2026. Female artist Amanda Newman was commissioned to deliver a public art mural on the new Animal Shelter building. Eighteen female emerging artists took part in a professional development workshop through the Creators Network in December 2025. • CREATE Twenty-four females attended, two female facilitators •Young Creators Mentorship Program Four female mentees, four female mentors •Dear Izaak Two female producers funded for Dear Izaak •Mayor's Short Story Writing Awards Four female judges Three female short listers Three female representatives from local bookstores.			